United Nations A/51/520/Add.3

General Assembly
Fifty-first session

Distr.: General

28 February 1997
Original: English

Agenda item 154

Financing of the United Nations Transitional Administration for Eastern Slavonia, Baranja and Western Sirmium

Report of the Secretary-General

Addendum

Summary

The present report provides supplementary information requested by the Advisory Committee on Administrative and Budgetary Questions in its report of 19 November 1996 (A/51/681). In paragraphs 13 to 15 of that report, the Advisory Committee requested the Secretary-General to submit: (a) a detailed explanation of the criteria used in the course of the preparation and conduct of the local salary survey carried out in Croatia, (b) the results of a detailed review of the need for vehicles in the United Nations Transitional Administration for Eastern Slavonia, Baranja and Western Sirmium (UNTAES) and their utilization in the mission and (c) a clear analysis of the need for 12 helicopters and 2 fixed-wing aircraft for UNTAES.

The present report also revises the budget for UNTAES for the period from 1 July 1997 to 30 June 1998 contained in document A/51/520/Add.1. Payment of hazard duty allowance was discontinued in the mission area effective 1 December 1996. As a result of this decision the budget is reduced by $8,374,100 (gross and net).

97-05442 (E) 190397 200397

The actions to be taken by the General Assembly are contained in paragraph 19 of the present report and include (a) the appropriation of $266,619,500 gross ($257,283,800 net) for the maintenance of UNTAES for the 12-month period from 1 July 1997 to 30 June 1998 and assessment at a monthly rate of $22,218,300 gross ($21,440,300 net), subject to the Security Council's continuation of the UNTAES mandate beyond 15 July 1997, and (b) a decision that the special arrangements as regards article IV of the Financial Regulations of the United Nations, as detailed in section IV.E of document A/51/520/Add.1, be applied to UNTAES.

Contents

	Paragraphs	Page
I. Introduction	1 - 3	4
II. Criteria used in the course of preparation and conduct of the local salary survey	4 - 8	4
III. Vehicle requirements	9 - 11	5
IV. Air operations requirements	12 - 16	6
V. Changes to the cost estimates for the period from 1 July 1997 to 30 June 1998	17 - 18	6
VI. Actions to be taken by the General Assembly at its fifty-first session	19	7

Annex

Vehicle establishment 8

A. Light vehicle establishment 8

B. Detailed distribution of vehicles among international staff and United Nations Volunteers 8

I. Introduction

1. The updated cost estimates of the United Nations Transitional Administration for Eastern Slavonia, Baranja and Western Sirmium (UNTAES) for the period from 1 July 1996 to 30 June 1997, which were contained in document A/51/520, included additional requirements for local salaries. Following the completion of a comprehensive survey on local salaries in June 1996, the scale for the former United Nations Protected Areas was discontinued. With effect from 1 July 1996, the salary scales for Zagreb became applicable elsewhere in Croatia. Additionally, Zagreb salaries increased by 15 per cent effective 1 July 1996. In paragraph 13 of its report of 19 November 1996 (A/51/681), the Advisory Committee on Administrative and Budgetary Questions requested the Secretary-General to submit to it for review a detailed explanation of the criteria used in the course of the preparation and conduct of the local salary survey. The additional information requested by the Advisory Committee is provided in section II of the present report.

2. In connection with its review of the revised cost estimates for UNTAES, the Advisory Committee also requested that the Secretary General undertake a detailed review of the need for vehicles and their utilization in the mission and provide a clear analysis of the need for 12 helicopters and 2 fixed-wing aircraft. This information is contained in sections III and IV of the present report.

3. The present report also revises the cost estimates for civilian staff for the period from 1 July 1997 to 30 June 1998 presented in document A/51/520/Add.1 to reflect the discontinuance of hazard duty pay with effect from 1 December 1996.

II. Criteria used in the course of preparation and conduct of the local salary survey

4. The comprehensive survey undertaken in June 1996 in Zagreb was conducted in accordance with the methodology promulgated in 1985 by the International Civil Service Commission (ICSC) on the basis of the Flemming principle.[1]

5. The fundamental principle underlying the setting of salaries and the determination of conditions of service for the General Service and related categories, at both Headquarters and non-Headquarters duty stations, is that they should be based on the best prevailing conditions of employment found locally for similar work. The purpose behind this principle is to ensure that the United Nations common system remains a competitive employer, with the ability to attract and retain locally recruited staff possessing the high standards set forth in the Charter of the United Nations. In practice, this means that the salaries and conditions of service of locally recruited United Nations staff in the General Service category are established by reference to those of the presumed best employers in the locality, without being the absolute best.

6. When conducting a salary survey, the United Nations analyses the pay packages of a number of employers from different sectors of the economy. The survey is based on 15 benchmark positions that represent the most typical and numerous jobs in an office of the United Nations or the specialized agencies away from Headquarters. These positions represent jobs at each of the seven salary levels and include drivers and secretarial and personnel- and finance-related occupations. Besides representing a reasonable cross-section of the economy, the comparator employers must have established salary structures and personnel systems, must employ a minimum number of staff and normally should have been established in the locality for several years. This ensures the reliability of the data and strengthens the survey as a whole.

7. For the June 1996 survey in Zagreb, six employers were surveyed, namely, one embassy (the United States of America), one international organization (the European Union), three companies from the private sector (Philip Morris, Reuters and PELCOM) and a public sector company (the Croatia Bank). All of the employers surveyed have established personnel structures and have provided sufficient matches for analysis

and retention. The three private-sector companies mentioned were also representative of the different industries in the labour market.

8. The salary scale resulting from the comprehensive survey conducted at Zagreb in June of 1996 also applies to staff assigned to Eastern Slavonia, Baranja and Western Sirmium, as these territories are part of Croatia. The requirements for comparators, benchmarks and other conditions are the same as the ones that apply worldwide and which were applied in Sarajevo, with the difference that the labour market in Zagreb is far more developed than the one in Sarajevo. A salary increase of 15 per cent was granted with effect from 1 July 1996 to the locally recruited staff as a result of the comprehensive salary survey in Zagreb. This increase was based on actual labour market data gathered in full compliance with the survey methodology described above.

III. Vehicle requirements

9. The current light vehicle establishment for UNTAES and the Zagreb and Belgrade liaison offices totals 663 vehicles, the distribution of which is shown in the annex to the present report. All of the vehicles in the UNTAES establishment were transferred from the United Nations Peace Forces (UNPF), including 384 vehicles that had previously been transferred to UNPF from the United Nations Transitional Authority in Cambodia (UNTAC).

10. The UNTAES fleet is very old and expensive to maintain. The establishment of 663 light vehicles includes 20 vehicles that have already been written off and 14 vehicles that have been submitted to the UNTAES Local Property Survey Board for write-off recommendation. It is anticipated that 128 additional vehicles will be written off by 31 March 1997 and a further 54 vehicles by 30 June 1997 for a total of 216 write-offs. The vehicles to be written off include 32 vehicles that are indefinitely off the road and 150 vehicles that have either already exceeded a mileage of 150,000 km or will exceed this mileage by 30 June 1997. It should also be noted that all of these 216 vehicles are part of the ex-UNTAC establishment of 384 vehicles that were transferred from UNPF. The remaining 168 vehicles have been subjected to difficult winter conditions in the former Yugoslavia and are near the end of their useful life. Most of them are being retained to provide spare parts for the fleet and will be written off during the next budget period. Taking the above into consideration, there are therefore only 279 vehicles in good condition, and provision has been made in the budget covering the period from 1 July 1997 to 30 June 1998 for the purchase of 106 4x4 jeeps.

11. The mission's need for light vehicles is based on the following operational requirements:

(a) The deployment of the mission in 102 locations;

(b) The mandates for civil affairs and elections which require UNTAES staff to visit all the villages in the area on a regular basis;

(c) The provision of collective transport for over 700 local staff to and from their workplace;

(d) The mandate of UNTAES is the transitional administration of the region and therefore includes functions that are wider than those of other peacekeeping operations. The mission is responsible, *inter alia*, for the transport of Croatian officials to 23 document centres and 27 electoral municipalities. These offices are supported by one to two UNTAES staff members, who require a vehicle;

(e) The provision of vehicles to the military police, the Mine Action Centre, the offices of the Centre for Human Rights in Zagreb, Belgrade and Vukovar and to the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991.

IV. Air operations requirements

12. The current air fleet of UNTAES consists of six MI-24 helicopters, six MI-8 helicopters, and two fixed-wing aircraft, namely one commercially rented AN-26 medium cargo plane and one Merlin aircraft provided as a voluntary contribution in kind by the Government of Belgium.

13. Six MI-24 helicopters are military equipment and are considered as weapons reserved solely for combat supporting operations. For safety and tactical reasons, these helicopters always operate in pairs. During normal operations (alert state "green"), two helicopters are permanently on ground alert, two helicopters are needed for training purposes and normal maintenance activities require an average of one to two helicopters permanently on the ground. In case of conflict and attack operations (alert state "orange/red"), six helicopters are the minimum requirement because of restricted endurance, in order to operate over different areas at the same time and for takeover in the case of weapons intensification.

14. It is planned to reduce the number of MI-24 helicopters after the elections if a secure and stable environment is maintained in the region.

15. Six MI-8 helicopters are the minimum number required to perform the following tasks: 24-hour standby for medical evacuation and 24-hour standby for casualty evacuation and reconnaissance flights, as well as troop and cargo transportation in the UNTAES and United Nations Mission in Bosnia and Herzegovina (UNMIBH) regions. Normal maintenance activities keep one to two helicopters permanently on the ground.

16. The AN-26 fixed-wing aircraft is needed to provide regular flights between Zagreb and Cepin airport for the transportation of personnel and heavy-lift supply. The fixed-wing aircraft, which is under commercial rental, provides more timely and cost-effective transportation than a helicopter. The aircraft is also available for use by UNMIBH. In addition, one Merlin fixed-wing aircraft is being provided by the Government of Belgium for the use of the Transitional Administrator and is also available for the Special Representatives of the Secretary-General of UNMIBH and the United Nations Preventive Deployment Force (UNPREDEP). The United Nations is responsible for covering the cost of fuel, landing fees and air crew subsistence to this aircraft. Had this voluntary contribution not been made available, the mission would have had to hire a second fixed-wing aircraft on a case-by-case basis.

V. Changes to the cost estimates for the period from 1 July 1997 to 30 June 1998

17. The cost of maintaining UNTAES for the 12-month period from 1 July 1997 to 30 June 1998 was estimated at $274,993,600 gross ($265,657,900 net) in document A/51/520/Add.1. Since the submission of that report, hazard duty pay for the UNTAES operational area has been discontinued, effective 1 December 1996. As a result of this decision, the estimates for common staff costs were reduced from $18,207,900 to $9,833,800 for a net decrease of $8,374,100. The overall cost estimates are therefore reduced from $274,993,600 gross ($265,657,900 net) to $266,619,500 gross ($257,283,800 net).

18. The reduction of $8,374,100 is based on 477 international staff at $902 each per month ($5,163,000), 721 locally recruited staff at $271 each per month ($2,344,700) and 100 United Nations Volunteers at $722 each per month ($866,400).

VI. Actions to be taken by the General Assembly at its fifty-first session

19. The actions to be taken by the General Assembly at its fifty-first session in connection with the financing of UNTAES, including the liaison offices at Belgrade and Zagreb, which replace those contained in paragraph 29 of document A/51/520/Add.1, are the following:

(a) The appropriation of the amount of $266,619,500 gross ($257,283,800 net) for the maintenance of the Transitional Administration for the 12-month period from 1 July 1997 to 30 June 1998 and assessment at a monthly rate of $22,218,300 gross ($21,440,300 net) subject to the continuation of the UNTAES mandate by the Security Council beyond 15 July 1997;

(b) A decision that the special arrangements as regards article IV of the Financial Regulations of the United Nations as detailed in section IV.E of document A/51/520/Add.1, be applied to UNTAES.

Notes

[1] See *Official Records of the General Assembly, Thirty-ninth Session, Supplement No. 30* (A/39/30).

Annex
Vehicle establishment

A. Light vehicle establishment

Type of vehicle	*Troops*	*Military observers*	*Civilian police*	*International staff*	*United Nations Volunteers programme support*	*Mine Action Centre*	*Total*
Pick-up, double cabin	34	13	61	82	—	4	194
Jeep 4x4	39	17	49	103	1	1	210
Sedan	27	2	10	116	—	—	155
Minibus/van	16	2	18	67	1	—	104
Subtotal	**116**	**34**	**138**	**368**	**2**	**5**	**663**
To be written off by 31 March 1997							(162)
To be written off by 30 June 1997							(54)
Total							**447**

B. Detailed distribution of vehicles among international staff and United Nations Volunteers

	Number of international staff	*Number of United Nations Volunteers*	*Number of vehicles*					*Total*
			Jeep	*Pick-up*	*Minibus*	*Panel van*	*Sedan*	
Substantive								
Office of the Transitional Administrator								
Transitional Administrator	8	—	2	—	—	—	8	10
Director	4	—	1	—	—	—	3	4
Political Unit	5	—	1	—	1	—	5	7
Public information	9	—	4	2	—	—	3	9
Human rights	3	—	1	—	—	—	1	2
Elections	14	20	12	12	7	—	7	38
Legal affairs	8	—	—	—	—	—	4	4
Subtotal	**51**	**20**	**21**	**14**	**8**	**—**	**31**	**74**
Office of the Force Commander	**3**	**—**	**—**	**—**	**—**	**—**	**2**	**2**
Civilian Police Commissioner	**3**	**—**	**—**	**—**	**—**	**—**	**1**	**1**
Office of Civil Affairs								
Civil Affairs	21	—	8	5	3	—	4	20
Records	21	50	—	2	3	—	2	7
Human rights monitoring	11	—	1	—	—	—	2	3
Secretary of the Joint Implementation Committees	16	—	7	1	1	—	4	13
Subtotal	**69**	**50**	**16**	**8**	**7**	**—**	**12**	**43**

	Number of international staff	Number of United Nations Volunteers	Number of vehicles					
			Jeep	Pick-up	Minibus	Panel van	Sedan	Total
Border monitoring	**90**	**—**	**1**	**11**	**2**	**—**	**1**	**15**
Resident auditor	**2**	**—**	**—**	**—**	**—**	**—**	**1**	**1**
Regional offices/Civil affairs								
Vinkovci	8	—	2	—	1	—	3	6
Osijek	9	—	2	—	1	—	2	5
Beli Manastir	10	—	2	1	1	—	3	7
Subtotal	**27**	**—**	**6**	**1**	**3**	**—**	**8**	**18**
Subtotal, substantive	**245**	**70**	**44**	**34**	**20**	**—**	**56**	**154**
Administrative								
Office of the Chief Administrative Officer								
Chief Administrative Officer/Senior Administrative Officer	6	—	1	—	—	—	3	4
Legal Officer	1	—	—	—	—	—	1	1
Budget Section	4	—	1	—	—	—	1	2
Air operations	2	—	—	—	—	—	1	1
Security Section	21	—	8	5	—	—	4	17
Office of the Chief of Administrative Services	3	—	—	—	—	—	—	—
Finance	10	—	1	—	1	—	2	4
Procurement	6	3	—	1	1	—	2	4
Personnel	8	—	—	—	—	—	2	2
General services	16	3	2	1	1	—	2	6
Electronic data-processing	7	—	—	2	—	—	2	4
Subtotal	**84**	**6**	**13**	**9**	**3**	**—**	**20**	**45**
Integrated support services								
Office of the Chief	3	—	1	—	—	—	—	1
Contracts administration	7	—	—	—	—	—	1	1
Logistics	31	—	6	6	3	—	—	15
Engineering	27	12	4	17	4	—	3	28
Communications	21	7	—	10	2	1	1	14
Transport	16	25	6	1	1	—	—	8
Dispatch pool			3	—	12	—	6	21
VIP pool			1	—	2	—	6	9
Reserved for repair			16	—	5	4	5	30
Workshops			3	—	3	1	—	7
Property control and inventory	5	—	—	2	1	—	1	4
Supply and property management	10	—	1	1	1	—	2	5
Subtotal	**120**	**44**	**41**	**37**	**34**	**6**	**25**	**143**

	Number of international staff	*Number of United Nations Volunteers*	*Number of vehicles*					
			Jeep	*Pick-up*	*Minibus*	*Panel van*	*Sedan*	*Total*
Regional offices								
Vinkovci	2	—	1	—	—	—	—	1
Beli Manastir	2	—	1	—	1	—	—	2
Zagreb	2	—	—	—	—	—	1	1
Subtotal	**6**	**—**	**2**	**—**	**1**	**—**	**1**	**4**
Subtotal, administrative	**210**	**50**	**56**	**46**	**38**	**6**	**46**	**192**
Liaison offices								
Zagreb	17	—	1	—	1	—	7	9
Belgrade	13	—	2	2	2	—	7	13
Subtotal	**30**	**—**	**3**	**2**	**3**	**—**	**14**	**22**
Total	**485**	**120**	**103**	**82**	**61**	**6**	**116**	**368**

- - - - -